



**Nursing Professional Governance Office  
Annual Report  
Fiscal Year  
2022**



## Dear Nurse Colleagues,

As we reflect on this past year, we are filled with immense gratitude – for your resilience, your teamwork, and your commitment to delivering the best care to our patients, families, and community.

Because of your efforts, we emerged from the pandemic with a renewed sense of purpose and dedication to our profession. Together as an organization, we chose not to go back to “the way things were,” but instead to focus on growth as a path towards stability. We will always remember this period of learning with pride in your willingness to engage and lead with HEART.

A few of the many accomplishments we want to recognize are updating our nursing governance structure to align our work to outcomes; introducing our scientific series and welcoming our first nurse scientist, Pam DeGuzman; and improving quality by re-launching patient safety risk rounds. As you focused on these major initiatives, you never let up in building on our Leading with HEART framework. You reached outstanding milestones in the areas of hiring, engagement, alignment and accountability, retention, and team.

Thank you for all the work you did this year to support each other and push UVA to new levels. Witnessing UVA nurses in action inspires us and gives us energy. Because of you, we look ahead with great confidence and optimism.

Sincerely,

Kathy Baker, PhD, RN, NE-BC  
Chief Nursing Officer

Veronica Brill, MSN, RN, NEA-BC  
Associate Chief Nursing Officer

## UVA Nurses,

It has been an incredible privilege to work alongside each and every one of you this year. 2022 has been a time not to just restart or return to where we've always been; it's been a year to rethink, reexamine, and redefine why we do what we do. As we move through the end of the pandemic together, we have been engaging in work that impacts our patients and our teams. It has been inspirational to watch UVA nurses take charge of their practice through leading in professional governance.

This year, we restructured our work to align the outcomes we are working towards with our two stakeholder groups:

- For our patients, our local, regional, and central committee structure is now focused on clinical outcomes and the patient experience, through work that drives these markers. We've been collaborating with our interprofessional teams, bringing forward patient safety concerns and supporting countermeasures to keep our patients safe.
- For our teams, we're ensuring that our committee work focuses on improving our outcomes in engagement, retention, and professional development. We're reinventing what it means to be professional nurses, including the privileges and responsibilities that come with being clinical experts who define the care we deliver.

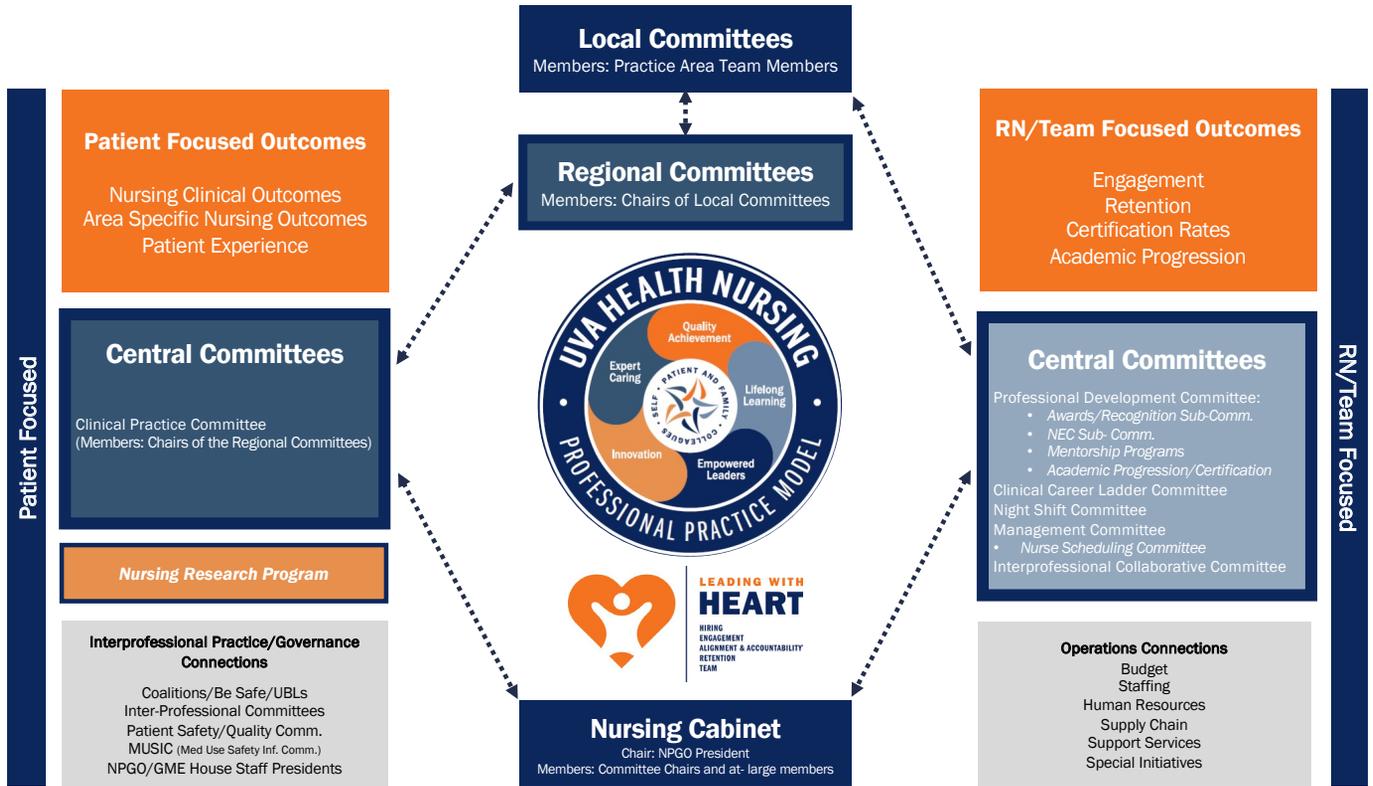
In our restructuring, we recognized that word choice can deflate or empower, tear down or build up. We wanted to choose the right words to define ourselves as an organization, which is why we are excited to have selected our new name: “Nursing Professional Governance Organization.” We are proud to consider nursing as a true profession and to govern how we practice that profession.

Our new name invokes the immense pride we feel in being professional nurses. Moving forward, we hope that our new name and structure provide a foundation for every UVA nurse to be empowered to use their strong voice and drive the work that impacts our patients and their loved ones.

Thank you for every single act of service, kindness, and patience you show to our patients. You make an unbelievable difference and you should be immensely proud of the work you do.

Theresa “TJ” Lovdal, BSN, RN, CCRN  
Clinical Program Coordinator  
2022 NPGO President

# UVA Nursing Professional Governance Structure



**TRANSFORMING HEALTH AND INSPIRING HOPE FOR ALL VIRGINIANS AND BEYOND**

*UVA Nurses contributed to the re-design of our Nursing Governance Structure in 2022. This new model provides the structure for shared-decision making with a clear focus on both patient and nursing workforce outcomes. Outcomes such as quality indicators, engagement and nurse retention are embedded in the model, aligning with specific committees accountable for this work. Our Nursing Professional Governance Structure empowers and engages nurses across the organization in continuous improvement of patient and practice environment outcomes, amplifying our collective voice and driving our strategic work.*



## LEADING WITH HEART

**HIRING  
ENGAGEMENT  
ALIGNMENT & ACCOUNTABILITY  
RETENTION  
TEAM**

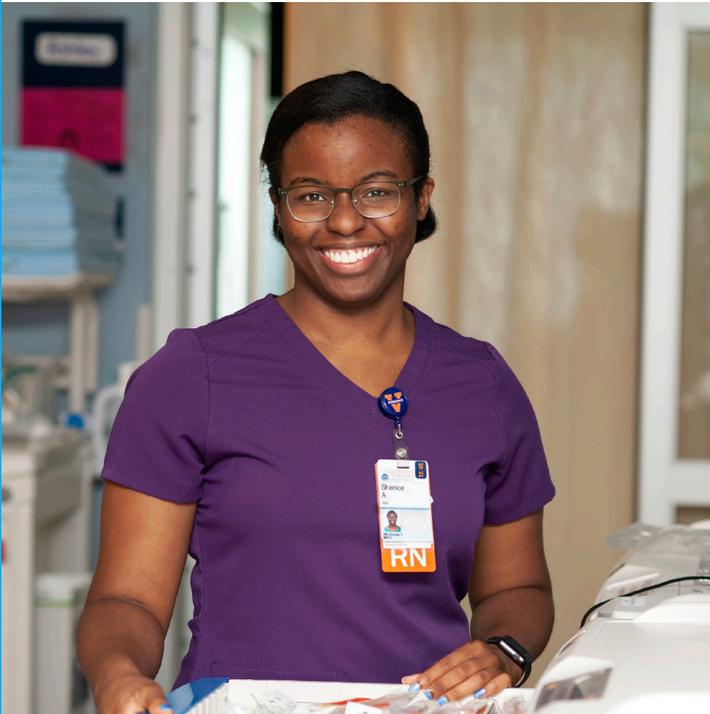


### Leading with HEART

Leading With HEART is a leadership framework that provides a structure focusing on and prioritizing critical workplace elements that impact the engagement and wellbeing of our team members. Initiated in 2021, letter leaders focus on a variety of initiatives using frontline nurse input and participation for each category, including recruitment/hiring process improvements, Vocera etiquette, practice environment assessments, creation

of a Trauma Response Nurse (TRN) role, and streamlined charge nurse responsibilities. This framework continues to be woven into our structures, highlighting how we care for each other and collectively work to improve our practice environment. Interval pulse surveys demonstrate that we continue to make progress in each letter category and highlight the need to continue focusing on these priorities.

# LIFELONG LEARNING



Shanice Artis, MSN, RN, CNL, CCRN - RN Clinician 2, Medical ICU

## Clinical Career Ladder

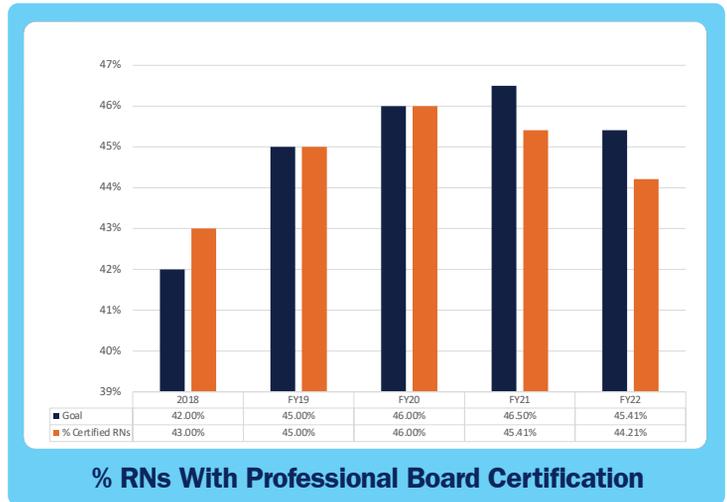
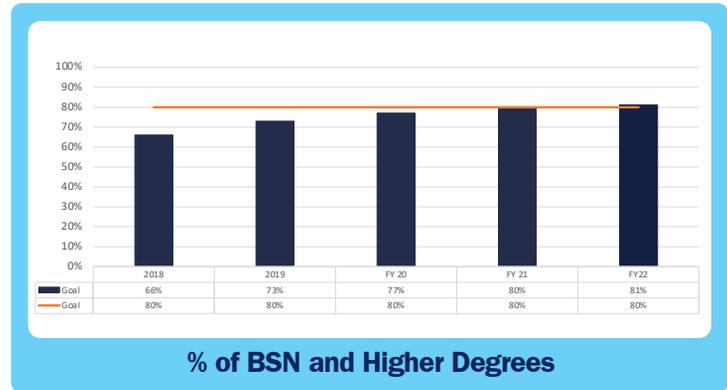
The Clinical Career Ladder is a longstanding structure that promotes professional growth and behaviors that support organizational goal achievement. Through our commitment to continuous improvement, clinical nurse feedback is used to make enhancements to the advancement process while preserving the rigor.

## Number of Advancements



## Nursing Degree and Certification

This year we had a **BSN rate** of **81%**. Since 2016, we have increased from 65% to 81%. This year our **professional board certification rate** is **44.21%**. Not even ten years ago, we had half that number of certified RNs!



## HIGH LEVEL RETENTION PROGRAM ACCOMPLISHMENTS

- Creation of a **new Mentorship Program** for Experienced Nurses using feedback from UVA RNs and in partnership with the NPGO Professional Development Committee
  - *Other mentorship programs include: Clinician 1 Transition to Practice, RN to BSN, Night Shift Clinician Leader, Formal Nurse Leader, and Advanced Practice Providers.*
- Continuation of the **Wellbeing Outreach Program** in partnership with the Faculty and Employee Assistance Program (FEAP) to promote mental health check ins.
  - *17 departments participated since launch in Fall 2020*
  - *Average of 9.8% of team members per department sign-up through the survey with a range of 5-20%*
- **Enhanced Annual Nursing Degree Scholarship Program** – Increased total funding to \$90,000 provided by UVA Nursing and expanded eligibility to those enrolled in an ADN program and prerequisites for a BSN program – awarded to 83 recipients
  - *These changes were made from team member feedback that financial assistance is key to nurses continuing their education and for those wanting to become a Registered Nurse*
- **2021 Fall Back Celebration with Night Shift** – celebrating the annual time change!
- **Nurses Week Celebrations and Legacy Honor Wall** which recognized UVA Nurses with 40+ Years of Service
  - *Additional celebrations included: nursing award ceremony, blessing of the hands, evidence-based practice symposium, door decorating contest, spirit week, happy grams, and a giveaway raffle.*



RN-to-BSN Mentorship Program Mentor, Peggy Dame, BSN, RN, RN-BC (left) with RN-to-BSN Mentorship Program Mentee, Jennifer "JJ" Johnson, RN (right)



RN-to-BSN Mentorship Program Mentor, Christina Feggans-Langston, MSN, RN, RN-BC (left) with RN-to-BSN Mentorship Program Mentee, Emma Taylor, RN (right)

## NURSES IN PRINT / RESEARCH



Pamela DeGuzman, PhD, MBA, RN, CNL

“

*I am thrilled to begin my journey as the first Nurse Scientist for UVA Health. My role is focused on developing the UVA Center for Nursing Innovation that will support cutting-edge nursing research. Over the next several years we will build out the scaffolding to ensure that every nurse has the ability to drive transformative clinical questions that support the highest quality patient outcomes.”*

### IRB Protocols – Initiated in FY - 2022

- **Room to Reflect, Nurse Resiliency** – IRB-HSR #22987-  
Co PI Jane Muir BSN, RN and Claiborne Miller-Davis, MSN, BA, RN-BC
- **Use of a New Swaddling Device on Infants in a Neonatal Intensive Care Unit**, IRB- HSR # 210179 –  
PI – Patricia Cady, BSN RN. Clin 4 NICU  
*Funded by Ivy Biomedical Innovation Fund.*
- **Disparities in Adolescent Use of Telemedicine**, IRB-HSR# 23599.  
PI Pam DeGuzman, PhD, RN. Co-investigator  
April Kimble, RN (Teen Health Center)  
*Funded by the DAISY® Foundation*



*Room to Reflect: Nancy Farish, BSN, RN, RN-BC (left), Jeanell Webb-Jones, BSN, RN, RN-BC (middle), and Jane Muir, BSN, RN (right)*

### Presentations

- **VNA oral presentation in webex format** -April 2022  
Nurse Resiliency – Jane Muir, BSN RN and Nancy Farish, BSN, RN, RN-BC
- **ANCC Magnet Conference podium presentation** - November 2021 - Video Calling Reduces Cardiac Surgery Readmissions -  
Robbin Shifflett, BSN, RN and April Howell MSN, RN, NE-BC

### Publications

- DeGuzman, P. B., Vogel, D. L., Horton, B., Bernacchi, V., Cupp, C. A., Ghamandi, B. J., ... & Jameson, M. J. (2022). Examination of a distress screening intervention for rural cancer survivors reveals low uptake of psychosocial referrals. *Journal of Cancer Survivorship*, 16(3), 582-589.
- Letzkus, L., Conaway, M., Miller-Davis, C., Darring, J., Keim-Malpass, J., and Zanelli, S., (2022). A feasibility randomized controlled trial of a NICU rehabilitation program for a very low birth weight infants. *Nature. Scientific Reports*, 12:1729.  
DOI <https://doi.org/10.1038/s41598-022-05849-w>
- Muir, K.J., Webb-Jones, J., Farish, N., Barker, K., Miller-Davis, C., and Galloway, S. (2022), “Room to Reflect”: A Pilot Workplace Resiliency Intervention for Nurses. *IJERPH*, 19, 7272  
<https://doi.org/10.3390/ijerph19127272>
- Sinchak, C.; DeGuzman, P.B. (2021). Delirium Education in Hospice Care: A Quality Improvement Project. *The Journal of Hospice and Palliative Nursing*, 23(3), 207-213.

### Evidence Based Practice and Quality Improvement Projects

#### Local Anesthetic Systemic Toxicity (LAST)

- Nursing Education in the Battle Building Outpatient Preop Surgical Center (OPSC) with long term follow up survey to assess retention of the educational material over time.  
Project Leader – Elaine Hughes, BSN, RN, CAPA

#### Pre Op Electrophysiology Patient Education – Jean Scully, BSN, RN, CCTC, RN-BC

##### Problem:

- Patients report feeling inadequately educated on how to prepare for their Electrophysiology procedure and what to expect during recovery.





## NURSING AWARDS



### Recipients:

#### Beginning Practitioner of the Year

*Rachel Law, BSN, RN, Surgical Trauma ICU, RN Clinician 1*

#### Excellence in Advanced Practice Nursing

*Susan Hammond, MSN, CRNA, Anesthesia, CRNA*

#### Excellence in Knowledge Development and Expansion

*Kelly Shifflett, RN, Primary & Specialty Care Pantops, RN Clinician 2*

#### Excellence in Relationship-Based Caring

*Danielle Tyler, MSN, RN, FNP-C, RN-BC, PACU, RN Clinician 3*

#### Exemplary Clinical Practice

*Alicia Shifflett, BSN, RN, C-EFM, ENC-LRN, RNC, OB, Mother/Baby, RN Clinician 3*

#### Nurse of Distinction

*Sara Neilon, BSN, RN, CMSRN, 3 Central, RN Clinician 3*

#### Preceptor of the Year

*Wesley Gass, RN, Electrophysiology, RN Clinician 2*

#### Transformational Leader

*Alicia White, BSN, RN, CAPA, Outpatient Surgery Center, RN Clinician 3*



### The DAISY® Award Recipients July 2021 – June 2022

For more information on  
The DAISY Award, visit [uvadaisy.com](http://uvadaisy.com).

**Margo Walton, BSN, RN, PCCN**  
4 East

**Kelly Wallace, BSN, RN, CCRN, CEN,  
CFRN, FNP-C**  
Emergency Department

**Karri Bishop, PNP**  
Developmental Pediatrics

**Meredith Dyer, MSN, RN**  
Labor and Delivery

**Logan Jobs, BSN, RN, PCCN**  
4 West

**Aileen Feola, BSN, RN, CMSRN**  
5 Central

**Kelly Terreri, BSN, RN, C-EFM**  
Mother/Baby

**Michael Jagielski, BSN, RN, CCRN**  
NNICU

**Alexandra Hogg, BSN, RN, CCRN**  
Medical ICU

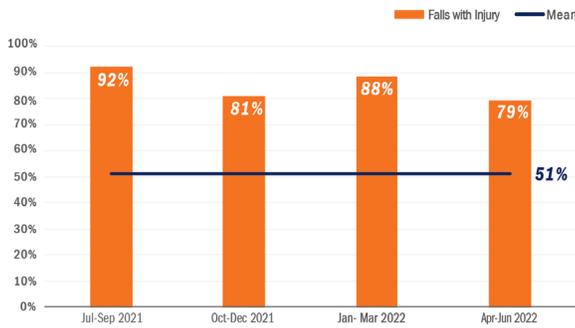
**April Stone, MSN, RN**  
PACU

**David Anguiano, BSN, RN, CCRN, CEN**  
Surgical Trauma ICU

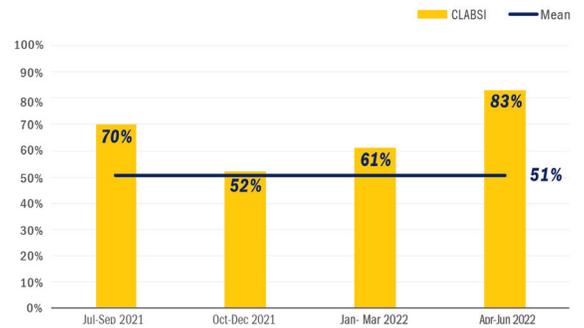
**Jessica Cannon, RN**  
Surgical Admissions Suite

# CLINICAL OUTCOMES: MAGNET® BENCHMARK OUTPERFORMANCE

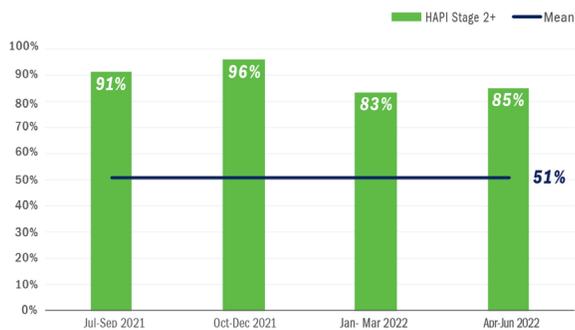
**Inpatient Falls with Injury**  
% of Units Outperforming National Mean



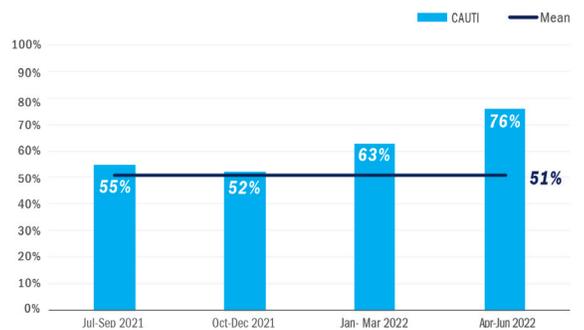
**Inpatient CLABSI**  
% of Units Outperforming National Mean



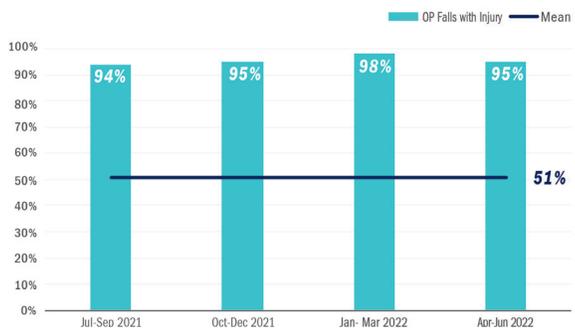
**Inpatient HAPI Stage 2+**  
% of Units Outperforming National Mean



**Inpatient CAUTI**  
% of Units Outperforming National Mean



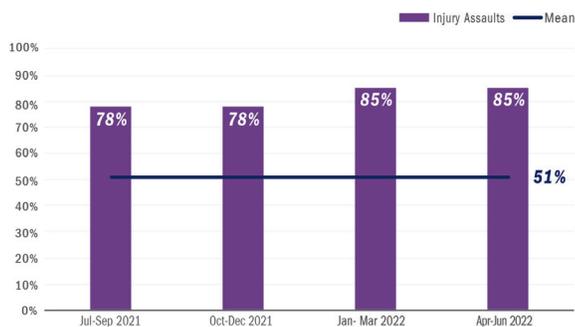
**Outpatient Falls with Injury**  
% of Units Outperforming National Mean



**Outpatient Surgery Center Burns**  
% of Units Outperforming National Mean



**Injury Assaults on Nursing Personnel**  
% of Units Outperforming National Mean



Nursing Professional Governance Office  
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